



## Employee Development & Stewardship

### GOALS:

- 1 Develop core leadership competencies to build and sustain high performance.
- 2 Develop an organization and culture that fosters stewardship, customer focus, continuous improvement, teamwork, pride, and sense of community.
- 3 Promote effective communications and positive relationships.
- 4 Develop systems and processes that encourage partnerships and collaboration.
- 5 Appreciate and recognize self development, contribution, and accomplishment.
- 6 Strengthen the organization by learning about each other's jobs and how employee performance is linked directly to the budget and goals of the organization.

### PROGRAM ELEMENTS:

- Leadership and Personal Development Programs
- Conflict and Stress Management Workshops
- Employee Suggestion Program
- Communications Training
- Partnering, Symposiums, and Process Mapping
- Succession Planning
- Employee Communications
- Station Stewardship Program (SSP)
- Personal Effectiveness Workshops



## Seismic Retrofit Program

### GOALS:

- 1 Bring the core system up to current seismic safety standards and achieve an operability goal that would enable the system to return to operations shortly after an earthquake event.

### PROGRAM ELEMENTS:

- Seismic Vulnerability Study
- Caltrans Local Seismic Safety Retrofit Program
- Program Implementation
- Funding